



## **EMPLOYMENT OPPORTUNITY**

**F&W Research Scientist 2 (Wildlife Biometrician)**

**\$4770.00 – \$6257.00 Range: 64**

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**Recruitment # 1020-08 Opens: September 22, 2008 Closes: October 22, 2008**

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### **Job Summary**

Serves as a biometrician for the Wildlife Science Division within the Washington Department of Fish and Wildlife (WDFW). In consultation with the Wildlife Diversity and Game Division Program Managers, field staff, and the Wildlife Program Chief Scientist, performs fully qualified professional statistical and data analysis work for all wildlife species managed by WDFW. This position reports directly to the Chief Wildlife Scientist. Advises Wildlife Program Managers, project leaders and biologists in project planning, and sample and experimental design and data analysis. Specific to game data, this position has lead responsibility for conducting annual harvest estimate analysis & special hunt permit analysis. Principal activities include:

- Provides advice on statistical and mathematical analyses
- Identifies study objectives and creates compatible sampling programs and experimental designs
- Collaborates with principle investigators in data analysis and interpretation
- Conducts well-defined and established hunter harvest statistical analyses and reporting activities associated with mandatory reporting data for big game species and turkey, including estimating non-reporting bias
- Conducts hunter questionnaire surveys to estimate hunter harvest statistics for non-mandatory reporting species; evaluates data for accuracy and completeness

### **Working Conditions**

This position is located in the Natural Resources Building, Olympia, Washington. Typical hours are 8 – 5 Monday through Friday, with occasional travel required.

This position is covered by a collective bargaining agreement between the State of Washington, Department of Fish & Wildlife, and the Washington Association of Fish and Wildlife Professionals (WAFWP), which contains a “union security” provision. This means that, as a condition of employment you must either join the union and pay union dues, or pay the union a representational or other fee within 30 days of the date you are put into pay status.

### **Competencies and Qualifications**

The requirements for this position include demonstrated competencies in the following areas:

- Comprehensive knowledge of relevant statistical analysis techniques such as logistic regression, maximum likelihood methods, open and close population mark-recapture models, Bayesian statistical inference, AIC Information-Theoretic approach to data modeling, calculus, and advance matrix algebra.
- Advanced understanding of the principles of experimental design and population measurement.
- Familiarity with basic field methodologies frequently used in data collection associated with harvest management, wildlife population restoration and recovery and applied research studies.
- Proficiency in written and oral communications demonstrated by successful publication of manuscripts as lead and collaborating author in peer reviewed journals or other outlets; effective English grammar, punctuation, and vocabulary at the college level; demonstrated ability to develop and conduct training workshop for an audience that does not have significant statistical data analysis training or understanding.
- Expertise in multiple computer programming languages such as SAS, S-Plus (or other object oriented programming language like R), Mathematica, and/or other advance statistical software packages, advanced features of Excel and Microsoft Access.

Qualifications. A Doctoral degree with a major in mathematics, statistics, animal population or management, or in wildlife science or fisheries management with emphasis in mathematics or statistics relative to animal population biology or management, or a Master's degree with a major in mathematics, statistics or population biology with three years of experience designing statistical or mathematical research in population biology or population management is required.

Desired qualifications include two years experience writing and using SAS (Statistical Analysis Software) programs to perform complex statistical analyses, working with databases, SAS datasets, relational databases, and SQL, and computer programming in Windows or UNIX environments. Programming in object-oriented languages C, C++, VB will be an asset.

### **How to apply**

**Applications must be received not later than 5:00 p.m. on October 22, 2008.**

**Applications will be reviewed and interviews held as qualified applicants are identified, and the position may be filled prior to this closing date. Therefore, you are encouraged to submit your application materials as soon as possible.**

Submit a completed state application and attach a letter of interest and a resume that shows how you meet the qualifications and competencies listed above.

Send your application materials to:

Margaret Gordon, Recruitment Specialist  
Human Resource Office, Department of Fish and Wildlife,  
600 Capitol Way North, Olympia, WA 98501-1091  
Fax (360) 902-2392

Or deliver in person to our Human Resources Office in the Natural Resource Building,  
5<sup>th</sup> Floor, 1111 Washington St. SE, Olympia, WA.

Or by e-mail to: [gordomgg@dfw.wa.gov](mailto:gordomgg@dfw.wa.gov)

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The Department of Fish and Wildlife is an equal opportunity employer. We strive to create a working environment that includes and respects cultural, racial, and ethnic, sexual orientation and gender identity diversity. Women, racial and ethnic minorities, persons with disabilities, persons over 40 years of age, disabled and Vietnam era veterans and people of all sexual orientations and gender identities, are encouraged to apply. Persons needing accommodation in the application process or this announcement in an alternative format may call (360) 902-2276 or the Telecommunications Device for the Deaf (360) 902-2207.